

MINUTES
Kentucky Community and Technical College System
Board of Regents
October 8, 1999

Board Members Present:

Martha Johnson, Chair
Cynthia L. Read, Vice Chair/Secretary
Richard A. Bean
William E. Beasley
Latasha Dobbs
Cindy Fiorella

Dr. Jack Hanel
Gladys Hoskins
Bobby McCool
Tom Underwood

Board Members Absent:

John Banks
Lorna Littrell
Mark Powell

CALL TO ORDER Chair Johnson called the meeting of the Kentucky Community and Technical College System Board of Regents to order at 9:35 a.m., October 8, 1999, at Jefferson Community College in Louisville. She announced that the press was notified about the meeting on September 30, 1999, and that Carolyn O'Daniel would serve as parliamentarian.

Chair Johnson thanked Ms. Read and United Parcel Service for hosting a reception and dinner for the Board, and she thanked the Jefferson Community College Culinary Arts Program for catering the dinner. Also, Chair Johnson expressed the Board's appreciation to Dr. Green and his staff at Jefferson Community College and Dr. Copes and his staff at Jefferson Technical College for hosting the Board and Committee meetings.

RECOGNITION OF GUESTS Bryan Armstrong read the names of the guests in attendance (see list on Page 19).

APPROVAL OF MINUTES MOTION: Ms. Fiorella moved that the minutes of the August 18, 1999, meeting be approved. Mr. Underwood seconded the motion.

VOTE: The motion passed unanimously.

*CHANGE AND
ADDITION TO
AGENDA*

By unanimous consent, the Finance Committee Report was moved ahead of the Executive Committee Report, and it was noted that the Executive Committee would bring before the Board as an action item the election process for non-appointed Board members.

*COLLEGE
PRESENTATION*

Dr. Green, President of Jefferson Community College, and Dr. Copes, Director of Jefferson Technical College, brought greetings to the Board on behalf of the colleges. Dr. Copes introduced Pamela Anderson, Chair of the Jefferson Technical College Advisory Board and Director of the Louisville Workforce Investment Board.

*INAUGURATION
COMMITTEE*

On behalf of the Board, Chair Johnson thanked the Inauguration Committee for its work in connection with the inauguration of Dr. McCall as the founding president of KCTCS. Chair Johnson said that she continues to receive complimentary remarks about the inaugural activities from individuals throughout the state.

*SPECIAL
ELECTION FOR
OFFICE OF
VICE CHAIR*

RECOMMENDATION: That the Board conduct a special election to fill the office of Vice Chair for the remainder of 1999.

MOTION: Ms. Fiorella nominated Ms. Read for the position of Vice Chair of the Board for the remainder of the 1999 term. Mr. McCool seconded the nomination.

MOTION: Ms. Fiorella moved that Ms. Read be elected Vice Chair of the Board by acclamation. Mr. Underwood seconded the motion.

VOTE: The motion passed unanimously.

*NOMINATING
COMMITTEE*

Chair Johnson appointed Ms. Read, Mr. Bean, Mr. Banks, and Mr. Powell to the Nominating Committee for Board officers for 2000, with Ms. Read to serve as Committee Chair. The Committee is to present at the December Board meeting a slate for the election of a Board Chair, Vice Chair, and Secretary and recommend persons for appointment to the positions of Treasurer and Assistant Secretary to the Board.

*FINANCE
COMMITTEE*

Mr. Bean presented the Committee's report.

Personnel Actions

RECOMMENDATION: That the Board ratify the personnel actions as delineated on Pages 55-69 in the Agenda Book.

Mr. Bean pointed out the following two changes in the personnel list:

Page 63 – Paducah Community College – Delete the listing of “Anton Reece, Associate Professor (with tenure) appointed Dean of Student Affairs, 11/1/99,” as the selection process has not been completed.

Page 68 – Laurel Technical College – Change “Laurel Technical College” to “Cumberland Valley Technical College.”

MOTION: On behalf of the Finance Committee, Mr. Bean moved that the Board ratify the personnel actions as revised.

VOTE: The motion passed unanimously.

*Cost to
Attend a
College*

Mr. Bean said that at its August meeting, the Board requested that staff provide to the Board the total cost (tuition, fees, and books) for a student to attend a technical college and a community college, and the fee structure used by each of the colleges. That information is being collected by staff, and staff has assured the Finance Committee that it would be available by the next meeting.

*KCTCS Financial
Agenda*

Mr. Bean reported that the *2000-2002 Biennial Budget Request*, the *Biennial Budget Special Initiatives Request*, the tuition rates for 2001-2002, and the *Capital Plan Project List for 2000-2002* have been presented to CPE staff.

*EXECUTIVE
COMMITTEE*

Ms. Read presented the Committee’s report.

*Formal Hearing
Procedures for the
Determination of
Residency Status*

RECOMMENDATION: That the Board adopt the *KCTCS Formal Hearing Procedures for the Determination of Residency Status*.

The Executive Committee reviewed draft hearing procedures in June and no changes were made. The procedures are needed in order to meet a revised administrative regulation pertaining to the *Determination of Residency Status for Admission and Tuition Assessment Purposes*.

MOTION: On behalf of the Executive Committee, Ms. Read moved that the Board approve the recommendation.

VOTE: The motion passed unanimously.

*Legislative
Session 2000*

Dr. McCall and Mr. Burcham are in the process of developing a legislative action plan. The plan will include the Board of Regents, a system-level action team, and college-level action teams. Planning and organizing the teams are to be completed by the middle of

November, and the plan will be initiated between mid-November and mid-December. From January through April activities will include tracking issues, monitoring, and adjusting strategies. Copies of the 1999-2000 edition of *Who's What in Kentucky Government* were provided to all Board members.

The Committee emphasized the need to support the Council on Postsecondary Education's legislative action plan and agenda. A group called the Bureau of University Legislative Liaisons (BULLS), lead by CPE staff, is comprised of the legislative liaisons from the public postsecondary education institutions. KCTCS will be represented in that group.

Strategic Plan

RECOMMENDATION: That the Board adopt the *vision, shared values, five-year goals, and two-year priorities* as part of the *KCTCS Strategic Plan*.

Ms. Read asked Dr. McCall to present the proposed *Strategic Plan* to the Board.

Dr. McCall began by saying that postsecondary education in Kentucky has been transformed for the 21st century to make it more responsive to the economic and social needs of the communities and the Commonwealth. This was emphasized at the recent CPE Trusteeship Conference, and it is reflected in the *KCTCS Mission* statement that the Board adopted in April 1999.

The all-inclusive process used to develop the *vision, values, goals, and priorities* included in the draft *Strategic Plan* involved Board members, the President's Cabinet, the communities, presidents, directors, students, faculty, and staff. The process enabled the System to thoroughly consider external needs and to incorporate internal suggestions. The Board, President's Cabinet, and college presidents and directors participated in separate SWOT analysis sessions and shared their perceptions of the strengths, weaknesses, opportunities, and threats (**SWOT**) of the System. This enabled staff to identify the issues that the System should address. Through a voting process using the WEB, the System's *values, goals and priorities* were determined, and a preliminary draft of the *Strategic Plan* was prepared.

Dr. McCall pointed out that the Executive Committee had recommended that the *goals* not be numbered, that expected outcomes be added, and that student enrollment be emphasized in the *Strategic Plan*.

Through its *Strategic Plan*, KCTCS is responding to the challenges in Kentucky's 2020 Vision, in House Bill 1, and in the *CPE Action Agenda*. The proposed KCTCS *vision* and *goals* as presented are listed below:

Vision –

- *To create by the year 2020 a comprehensive community and technical college system recognized as the nation's best.*

Goals to be accomplished by 2005 -

- Establish a unified system recognized nationally.
- Develop programs of excellence with quality teaching.
- Provide accessible and responsive student services.
- Serve as Kentucky's primary provider of workforce training.
- Participate in the development of vibrant and nurturing communities.
- Strengthen and develop partnerships that expand educational opportunities and leverage resources toward achievement of the Commonwealth's 2020 Vision.
- Infuse appropriate technology throughout the System.
- Provide a dynamic, open, healthy work environment.
- Assess the effectiveness of the System for continuous improvement.
- Expand and use fiscal and physical resources effectively and efficiently.

The System will focus on the two-year priorities included in the *Strategic Plan* in order to achieve the five-year goals. The next steps include establishing one-year objectives, developing action plans, identifying accountability measures, and creating cross-functional teams. Budget allocations and development efforts will focus on the System's goals and priorities. Periodic progress reports will be given to the Board, with the first report occurring in the summer of 2000.

Dr. McCall pointed out that the KCTCS process that led to the development of the proposed *Strategic Plan* fits the national model. It is in alignment with the Education Commission of the States recommendation that education institutions have a good planning system, a governance system, regulations, a budget that matches the action plan, and accountability.

MOTION: On behalf of the Executive Committee, Ms. Read moved that the Board adopt the *vision, values, five-year goals, and two-year priorities* in the *KCTCS Strategic Plan* as revised by the Executive Committee and presented to the Board.

VOTE: The motion passed unanimously.

Board's Bylaws

The Executive Committee reviewed a draft revised version of *Section Five* of the *Bylaws of the Board of Regents*. The revisions pertain to the preparation of a meeting agenda, additions to an agenda, timeframes, and a differentiation between the duties of the Board's elected secretary and the appointed assistant secretary. The Executive Committee recommended an editorial change in the draft, and it will take action on the revised *Section Five* at its December meeting.

*Community-Driven
Efforts to
Consolidate
Functions, Services
and Programs*

The Executive Committee reviewed the draft outline of a three-stage process to be used by colleges when they respond to community-driven efforts to consolidate functions, services and programs. One of the key elements in the discussion is the public hearing that is included in Stage II. Another key element of the process includes the criteria that the Board would use to determine the merit of a consolidation proposal. Criteria include the following: the rationale for the consolidation, demonstrated community support, timetable, a description of the organizational change, description of the educational program, identification of the resources required to support the changes, processes for monitoring and evaluating the expected outcomes, accreditation issues, and other issues such as pay equity, curriculum integration, and tuition and fees.

*Non-Appointed
Board Members*

RECOMMENDATIONS:

- That the Board suspend the last line of Section 1.4 of the Board's *Bylaws* in order to permit changing the process for the election of the community colleges' faculty representative to the Board so that the first community college faculty representative serves a three-year term as specified by statute.
- That the Board amend the procedures for the election of all faculty and staff representatives to the Board so that regular elections occur in the spring of the final year of those members' terms.

MOTION: On behalf of the Executive Committee, Ms. Read moved that the Board approve the recommendations.

Ms. Read explained that the rationale for the two recommendations is to align the term of office for the community college faculty representative on the Board with statute and to designate an appropriate timeframe for the election of faculty and staff representatives to the Board.

Chair Johnson pointed out that she had asked Dr. McCall to direct staff to conduct a thorough review of the election procedures for non-appointed Board members and to bring any recommended changes to the Executive Committee.

VOTE: The motion passed unanimously.

*ACADEMIC
COMMITTEE*

Dr. Hanel presented the Committee's report.

*Mayo Technical
College – AAT
In Medical Office
Technology*

RECOMMENDATION: That the Board approve submission of the Associate in Applied Technology degree program in Medical Office Technology for Mayo Technical College to the Council on Postsecondary Education.

Dr. Hanel explained that the proposed program is designed to meet specific workforce needs for medical office personnel in a five-county area—Johnson, Floyd, Pike, Martin, and Magoffin counties--served by Mayo Technical College. The college already offers the Medical Office Technology diploma program and no additional funding would be needed for the AAT program as facilities and faculty are already available.

MOTION: On behalf of the Academic Affairs and Curriculum Committee, Dr. Hanel moved that the Board approve the recommendation.

During the discussion, Ms. Fiorella asked which institution would provide the general education courses for the proposed program. Dr. Hanel explained that the proposal included two options. General education courses in Option A are not transferable, but general education courses in Option B are transferable. The transferable courses would be offered by Prestonsburg Community College or through distance learning.

VOTE: By a roll call vote, nine members voted yes. Mr. McCool who is currently serving as Interim Director of Mayo Technical College abstained. The motion passed.

*Program Review
Process*

Dr. James shared the System's new program review process with the Academic Committee. The process is used to determine the success of academic programs and to identify ways to improve their effectiveness. In the past, the community colleges reviewed academic programs on a five-year cycle, and the technical colleges reviewed programs on a three-year cycle. With the new process, each program will be reviewed on an annual basis, with system-level review

occurring on a five-year cycle. The community colleges implemented the new process this year after pilot testing it last year. Two of the technical colleges are pilot testing the process this year, with planned implementation during 2000-2001.

*Sub-Associate
Degree Programs
Proposed by
Universities*

Under the provisions of the Kentucky Postsecondary Education Improvement Act, KCTCS is responsible for the review of sub-associate degree programs proposed by universities. KCTCS has review authority, but CPE has approval authority. KCTCS staff worked with CPE staff and the Chief Academic Officers of the public universities to develop a review process for such programs. The process allows KCTCS a 30-day review period. Based on communication from the universities, it appears that only Western Kentucky University is likely to consider new programs at the sub-associate degree level.

EEA COMMITTEE

In the absence of Committee Chair Littrell, the Vice Chair of the Efficiency, Effectiveness and Accountability Committee, Ms. Read, presented a report on the Committee's August 18 meeting.

Ms. Read said that the book entitled *A New Vision of Board Leadership* points out that "ends determination is the pivotal duty of governance," and that the focus of the Committee's meeting on August 18 meeting was performance measures. Dr. Bird updated the Committee on CPE's 2020 Vision, CPE's work on accountability, and the development of a comprehensive KCTCS database for tracking progress on performance indicators. CPE is looking at the measures of enrollment growth, retention, and graduation rates, but the EEA Committee wants those and other indicators monitored. The Committee will have a workshop on October 29 from 10:00 a.m. to 2:00 p.m. at the UPS Airline Headquarters in Louisville. Sue Moore, Director of Academic Affairs at CPE, will lead the workshop on accountability indicators and institutional effectiveness.

*COMMUNITY
DRIVEN
CONSOLIDATION
EFFORTS*

Dr. McCall introduced four college teams that presented information on community-driven efforts to consolidate functions, services, and programs at their colleges. Three of the teams were at Stage I, and one team was at Stage II of the process.

*Jefferson Community
College
and
Jefferson Technical
College*

RECOMMENDATION: That the Board endorse the consolidation of functions, services, and programs of Jefferson Community College (JCC) and Jefferson Technical College (JTC) and authorize the institutions to move forward to Stage II of the process.

Dr. Green and Dr. Copes presented the Colleges' proposal.

For more than three and a half years, JCC and JTC have focused on numerous joint projects, with much encouragement from the greater Louisville metropolitan area. However, long before that the colleges worked together as evidenced by the Louisville Vocational Building located on the JCC campus that at one time housed the technical college. Almost ten years ago in fall 1990, the joint JCC- JTC Automotive Technology Program was approved for implementation.

More recently, during 1998-99, a \$50,000 grant from the James Graham Brown Foundation enabled JCC and JTC to accomplish several collaborative projects, including common brochures for programs in nursing, engineering technology, and business/office systems. Collaborative projects were in the areas of academic programs, student services, marketing and communications, workforce development and training, administrative activities, and the use of business and community resources.

Another collaboration project is the alliance formed by JCC, JTC, and the Louisville Free Public Library. Students from the colleges work in the library's computer labs and provide assistance to the public, and college faculty provide classes on computer operations and business software. This project was started through a \$200,000 grant.

The Metropolitan College initiative involving JCC, JTC, University of Louisville and UPS is a collaborative effort that has received national recognition. There are now 1,200 students in the program, and construction has begun on a five-hundred-room residence center.

Dr. Copes said that since his appointment as Director of JTC he has focused on the development of partnerships for the creation and promotion of community and economic development, and that Dr. Green has been a member of JTC's Advisory Board for the past three and a half years. Dr. Green also serves on the executive committee of the Advisory Board, which meets on a regular basis to discuss collaborative efforts.

The colleges want to pool their student affairs functions in the areas of admissions, financial aid, and counseling into a unit called *The Jefferson Connection*. The colleges also want to consolidate budgeting, payroll, and human resource functions for efficiency and effectiveness. Dr. Green and Dr. Copes pointed out that the colleges are located five blocks apart and that there are many opportunities to connect physically as well as electronically in a more effective way. House Bill 1, the establishment of KCTCS, and the Board's *Resolution on Consolidation* increased the opportunities for JCC and JTC to collaborate. On September 9, 1999, the JCC Board of Directors and

the JTC Advisory Board adopted *Resolutions* that support consolidation in an effort to meet the educational and workforce needs of the Louisville area. Members of the Workforce Investment Board, the Louisville Chamber of Commerce, the Jefferson County Public School System, and local and state officials have expressed strong support for increased collaboration.

In closing, Dr. Green said that the colleges are using the KCTCS mission, collaborative efforts, the close proximity of the colleges, and other endeavors to improve the quality of life of citizens through education and economic development opportunities. They referenced the colleges' booklet that was distributed to Board members prior to the meeting. The booklet included numerous letters of support for the consolidation efforts.

Dr. Hanel asked for a copy of the summary of the final report of the *Demonstration Project in Cooperation* that was funded by the Brown Foundation. Dr. McCall replied that the summary would be mailed to all Board members.

MOTION: Ms. Dobbs moved that the Board endorse the consolidation of functions, services, and programs of JCC and JTC and authorize the institutions to move forward to Stage II of the process. Ms. Read seconded the motion.

During the discussion, Mr. Underwood commended the colleges for their collaborative efforts. Dr. Hanel asked about the status of faculty members whose programs are moved from the community college to the technical college or vice versa. Dr. Green said that the location of the program in which the faculty member is teaching does not affect the contractual or employment status of the faculty member. Ms. Fiorella pointed out that under House Bill 1 faculty who came into KCTCS as of the effective date of the transfer of management responsibilities retain their positions, benefits, and tenure and that people need to be reminded of this from time to time.

Mr. McCool asked Dr. McCall to comment on seamless education and job security. Dr. McCall said that he wanted to assure everyone that faculty would continue in their employment contracts and that there would not be any loss of jobs or status from consolidation efforts. Regarding seamless education, Dr. McCall used the new program in Medical Office Technology as an example. That program includes two options, a transferable option and a non-transferable option. Thus, both technical college faculty and community college faculty would be teaching in the program, both being equally important.

Dr. Hanel said that he had reviewed the colleges' booklet on consolidation and that an academic transition team and a faculty transition team should have been included. Dr. Green replied that both are included on an updated page of transition teams that would be mailed to Board members.

VOTE: The motion passed unanimously.

Ms. Read commented that it is very important that consolidation efforts are successful, and the Board is working to get a good process in place. While such a process may appear to slow down efforts, it should ensure high-quality institutions. Ms. Fiorella added that the Board's excitement and enthusiasm for the consolidation of functions, services, and programs are not wavering, but that care is being taken by the Board to ensure that improved quality is the result of all consolidation efforts.

*Hopkinsville
Community College
and Madisonville
Technical College*

RECOMMENDATION: That the Board endorse the consolidation of functions, services, and programs provided in the Regional Technology Center (RTC) at Hopkinsville Community College (HCC) by HCC and Madisonville Technical College (MTC) and authorize the institutions to continue to Stage II of the process.

On behalf of the HCC Board of Directors, students, faculty, staff, and the community, Carl Barnett, Interim President of HCC, thanked the Board of Regents and the System's leadership team for supporting community-driven consolidation efforts. After nearly ten years of cooperative efforts, the Hopkinsville community realized its dream when the General Assembly authorized the construction of a \$11.4 million Regional Technology Center on the HCC campus in 1996. Community partnerships involving the local school system, community leaders, Kentucky TECH and HCC were essential in the planning and constructing of the Center.

HCC's partnership with MTC has been essential in addressing the need for a trained, skilled workforce in the Hopkinsville community. However, that partnership has created a complicated scenario that the Hopkinsville community does not easily understand. For example, two separate colleges supervise the RTC director, and one of the colleges is located in a neighboring town. That college, MTC, provides the technical programs at the RTC and is involved in its own consolidation efforts with Madisonville Community College. The high-tech RTC has taken on a life of its own that in the minds of the Hopkinsville community is a completely separate entity from HCC.

In June 1999, the HCC Board of Directors took the first step toward clarifying and simplifying HCC's relationship with the RTC and Madisonville Technical College by voting unanimously to submit a proposal for the consolidation of functions, services and programs of the RTC and HCC. Students, faculty, staff, and the community leadership are supportive of this effort.

For HCC, consolidation of functions, services, and programs means an evolution into a more comprehensive community college by adding the technical expertise of the RTC faculty and staff. HCC would be the primary comprehensive community college in its service area and would provide two-year transfer and technical programs, workforce training, and developmental and continuing education to improve the quality of life and employability of the citizens. This consolidation will streamline costs, eliminate and prevent duplication of programs, and increase the college's effectiveness in serving its community.

Jeanne Soyars, Chair of the HCC Board of Directors, provided background on the establishment of the RTC at HCC. Regional representatives from business, industry, agriculture, education, nursing, labor, elected officials, workforce development, and civic organizations assisted with the establishment of the RTC. The leadership of those representatives extended to HCC's 1994 Partners in Progress Capital Campaign, and a RTC Endowment Fund was established from gifts and pledges.

An Advisory Council for the RTC was formed in 1996, and the Council continues to function. The Council believes that consolidation will strengthen and enhance the overall educational goals of the community and that it will provide the comprehensive, seamless, integrated system of postsecondary education necessary for the growth, development and success of the community and the Commonwealth.

Ms. Soyars expressed her appreciation to Madisonville Technical College; Judge Rodney Kirtley, Chair of the Madisonville Technical College Advisory Board; Harold Morris, former Interim Director of Madisonville Technical College; Tommy Caskey of the Regional Technology Center; and Lisa Howerton of Madisonville Technical College for their support and assistance in the consolidation process. Also, she recognized the members of the HCC Board of Directors' Steering Committee for their support for the consolidation of the RTC and HCC. Those individuals are Wayne Hunt, President and CEO of Agri-Chem, Agri-Power; Pat Pilleri, Plant Manager of Dana Corporation; Bryan Blount, former Mayor of Elkton, Kentucky; H. B.

Quinn, County Attorney, Trigg County; James E. Bruce, Jr., Attorney; and Gayle Rogers, Rogers Court Reporting Service.

Wayne Hunt expressed his appreciation to the Board for being on target with its *Strategic Plan*, for its willingness to listen to the citizens of the communities, and for being open-minded about consolidation efforts.

Janet Smith, Academic Dean, HCC, highlighted the purpose, background, support, organization, and guiding principles included in the HCC booklet on the *Consolidation of the Regional Technology Center's Programmatic and Administrative Operations*. The booklet was distributed to Board members prior to the meeting. Dr. Smith emphasized the following four consolidation *guiding principles*:

- That all consolidation processes should promote effective learning;
- That HCC will be a comprehensive community college offering college and technical credit and non-credit courses and programs for technical careers, college transfer, and workforce development;
- That the organization of the college must support faculty and staff unity and communications, effectiveness in providing learning experiences and services, and efficiency in the use of staff and faculty energies; and
- That consolidation in and of itself will not be the cause for any existing employee to lose employment.

Chair Johnson asked for clarification on the *guiding principle* that states that "Faculties will transition from MTC to HCC in accordance with KCTCS Personnel Policies on Faculty Employment Contracts." Dr. Smith explained that all RTC faculty have been employed since KCTCS was created, and that most of the faculty are on one-year or less contracts. The guiding principle statement was made to clarify that those individuals are KCTCS faculty.

Other sections in the booklet that Dr. Smith pointed out included the resolutions and letters of support, the draft organization chart, the consolidation transition committees, the faculty/staff communication, and the community information sections.

MOTION: Ms. Hoskins moved that the Board endorse the consolidation of functions, services and programs provided in the RTC at HCC by HCC and MTC and authorize the colleges to proceed to Stage II. Dr. Hanel seconded the motion.

VOTE: The motion passed unanimously.

*Madisonville
Community College
and
Madisonville
Technical College*

RECOMMENDATION: That the Board endorse the consolidation of functions, services, and programs of Madisonville Community College (MCC) and Madisonville Technical College (MTC) and authorize the institutions to proceed to Stage II.

Judith Rhoads, President of MCC, and acting CEO of MTC, introduced Logan Calvert, Vice Chair of the MCC Board of Directors; Judge Rodney Kirtley, Chair of the MTC Advisory Board; Lisa Howerton, Academic Dean of MTC; and Harold Morris, Site Director of MTC.

Dr. Rhoads said that MCC and MTC have had a very good relationship for over 20 years. The colleges have four joint programs and four locations. Together the colleges would have a budget of \$20.4 million, 2,500 students, a strong business and industry department, about 250 employees, and a five-county service area. Discussions on the consolidation of functions, services, and programs for the two colleges began in March and April when the colleges' Board Chairs asked Dr. McCall to come to the community to discuss consolidation.

Judge Kirtley said that the most important thing that can be done for a community is to provide educational opportunities as economic development, culture, and community recreation are based on education. The positives of this consolidation effort far outweigh any negatives. Through meetings with faculty, staff, and students, their questions and concerns have been addressed. They are now very positive and want to play a leadership role in this effort. A press conference was held to learn about the thinking and feelings of the general public, and that feedback was very positive. The community is ready to move forward and to be the best in the state. While this is probably the goal of every community, it will help the KCTCS Board to move forward toward its goal of "having the best community and technical college system in the nation."

Logan Calvert said that there is broad support for the consolidation proposal in Hopkins County, in large part due to the efforts of President Rhoads, Judge Kirtley, the MTC Advisory Board, and the MCC Board of Directors to keep the community informed. The Economic Development Board, the Manufacturer's Association, the Chamber of Commerce, the county and city governments, and others have expressed their support through resolutions and letters.

Dr. Rhoads pointed out that faculty and staff have been very involved and that her role as CEO of both MCC and MTC has facilitated consolidation efforts. A joint cabinet transition team was organized and meets weekly. After six weeks of planning, twenty consolidation transition teams involving about 90 faculty and staff were appointed. The teams have detailed lists they are addressing. They are looking at functions and not positions, and they are looking at how the efforts align with the “must statements” of the Southern Association of Colleges and Schools (SACS). The minutes of the team meetings are reviewed at the joint cabinet meetings. A proposal for an administrative structure should be ready by January or February.

Dr. Hanel expressed his appreciation for the large number of faculty and staff involved in the consolidation effort in Madisonville.

Mr. McCool expressed his appreciation to the MTC Advisory Board Chair and the MCC Board of Directors Chair for their participation in the presentation. He asked how the college boards would be structured after the consolidation. Dr. Rhoads replied that this would be up to the Governor and Dr. McCall.

Mr. Underwood asked how the students feel about the consolidation proposal. Dr. Rhoads said that while the colleges have strong student governments that have provided some input, student involvement has not been as broad as she would like. Students enrolled in the joint programs have provided very positive feedback because consolidation creates a more seamless system of education.

MOTION: Mr. Beasley moved that the Board endorse the consolidation of functions, services, and programs of MCC and MTC and authorize the institutions to proceed to Stage II. Mr. McCool seconded the motion.

VOTE: The motion passed unanimously.

*Paducah
Community College
and
West Kentucky
Technical College*

Len O’Hara, President of Paducah Community College and Paul McInturff, Director of West Kentucky Technical College, provided the Board with an update on their colleges’ consolidation efforts in three areas: community reaction, faculty and staff involvement, and SACS.

Community Reaction – Community support has been extraordinary. While the community has received some bad press lately about the radioactivity reports, the community views the consolidation effort as an opportunity to turn the community into a postsecondary education “hub.” The consolidation institution can make Paducah a national

center for the study of biology, chemistry, physics, and safety issues surrounding the radioactivity that exists in the community. The Chamber of Commerce and the Greater Paducah Economic Development Council continue to show their support. In fact, no negative comments have come from the community about the consolidation. However, two questions have been asked: “What will the new institution be called?” and “Why didn’t the consolidation occur sooner?”

Faculty and Staff Involvement – Many, many hours have been spent involving faculty and staff in discussions pertaining to consolidation. An intra-net site was created for the purpose of addressing consolidation topics and providing up-to-date information. An in-house newsletter is devoted to consolidation topics and joint activities. Nine transition teams have been created to address consolidation issues, and they meet regularly. Those teams have said that the various departments within the colleges should be moved together in order to better serve students. In recent days, faculty and staff have raised several concerns. Many of those concerns can be answered over time. Many of them can be addressed at the local level, and some must be answered at the System level. Some are perennial; for example, teaching load equity has always been an issue. One question that continues to surface is “What will the college be called?”

SACS – Members of WKTC faculty and staff were appointed to the PCC SACS committees, and the committees prepared a substantive change prospectus for SACS. It was edited by System staff and then sent to SACS last month. It is anticipated that SACS will approve the prospectus at its December meeting. A SACS staff person came to Paducah to meet with faculty and staff from both campuses regarding what SACS accreditation involves. Timelines and performance measures were established, and it is anticipated that the consolidated institution will be visited for accreditation in March 2001.

Dr. McInturff said he wanted to publicly thank the faculty and staff at PCC and WKTC for their work on the consolidation proposal while continuing to perform their normal responsibilities. Also, he said that the primary goal of the consolidation effort is to improve the delivery of services in order to have a better workforce.

Mr. Beasley said that the Paducah community has two very good colleges, both of which have experienced cooperation as independent institutions. Asking them to cooperate and become one institution is viewed by some as giving up some independence, and this has probably caused a lot of the concern from faculty and staff. He said that he is glad to hear the leadership team express concern and respect

for faculty and staff. His one concern is that the colleges are proceeding with consolidation plans at a pace that may be too fast, and he urged them to proceed with care in view of the long-term impact.

***PRESIDENT'S
REPORT***

Dr. McCall expressed his and his family's appreciation to the Board and to all participants for the System's *Celebration of Unity* and his inauguration on September 17-18, 1999. Copies of the attached President's Report were distributed to Board members.

CHAIR'S REPORT

Chair Johnson reported that KCTCS was well represented at the Trusteeship Conference on September 26-27. The goal for next year's conference is to have more representation from the community and technical colleges' boards.

***MEETINGS IN
2000***

Chair Johnson announced the sites for the Board meetings scheduled in 2000 and a change in the date for the September meeting as listed below.

2000	Site
February 24-25	Owensboro
April 27-28	Paducah*
June 29-30	Southeast/Cumberland*
September 16-17	To Be Announced
November 30 – Dec. 1	Northern Kentucky

*Sites for the April and June meetings reflect a change that Chair Johnson approved after the October Board meeting.

Chair Johnson suggested inviting members of the colleges' boards to attend the KCTCS Board of Regents activities on September 16-17. The CPE Trusteeship Conference is scheduled to begin on the afternoon of the 17th.

NEXT MEETING

December 2-3, 1999, System Office, Lexington

***EXECUTIVE
SESSION***

MOTION: Mr. Underwood moved that the Board go into Executive Session pursuant to KRS 61.810 (1) (c)—Proposed or Pending Litigation and KRS 61.810 (1) (f)—Individual Personnel Matters. Ms. Hoskins seconded the motion.

VOTE: The motion passed unanimously, and the Board went into Executive Session at 1:00 p.m.

OPEN SESSION

The Board reconvened in open session at 1:12 p.m. Chair Johnson announced that there was no action to bring before the Board as a result of the closed session.

ADJOURNMENT

MOTION: Dr. Hanel moved that the meeting adjourn. Mr. Underwood seconded the motion.

VOTE: The motion passed and the meeting adjourned at 1:15 p.m.

Date Approved By
Board of Regents

Martha C. Johnson, Chair
KCTCS Board of Regents

Cynthia L. Read, Secretary
KCTCS Board of Regents

Michael B. McCall
KCTCS President

MINUTES
Kentucky Community and Technical College System
Board of Regents
October 8, 1999

MEETING GUESTS

President's Cabinet

Michael B. McCall, President
Keith Bird
Tim Burcham
Candace Gosnell
Sandy Gubser
Beverly Haverstock
Beth Hilliard
Judith James
Tony Newberry

System Office Staff

Bryan Armstrong
Jon Hesseldenz
Mary Kleber
Carolyn O'Daniel
Patsy Stice

College Presidents and Directors

Jacqueline Addington
Carl Barnett
Marvin Copes
Richard Green
Patrick Lake
Paul McInturff
Len O'Hara
Neil Ramer
Judith Rhoads
Carol VanHook

College Staff

Pam Besser
Billy Breeding
Jacky Calvert
Jeff Crowder
Lisa Howerton
Jody McAdam
Ruth McCleese
Harold Morris
Joe Price
Al Rider
Janet Smith

Others

Pam Anderson, Workforce Investment Board (formerly the Private Industry Council)
Logan Calvert, Madisonville Community College Board
Wayne Hunt, Co-Chair of Regional Technology Center Advisory Council, Hopkinsville
Angel Kimble
Rodney Kirtley, Madisonville Technical College Board
Scott LeCates, AFT
Jeanne Soyars, Hopkinsville Community College Board
Charlie Vice, KEA